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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 600 colleges and universities. Data cover the following disciplines: Accounting, Agribusiness and Agriproduction, Anthropology, Area and Ethnic Studies, Business Administration and Management, Business and Management, Business Economics, Chemistry, Communication Technologies, Communications, Computer and Information Sciences, Dramatic Arts, Drawing, Education, and Engineering. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1991-92, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines and between the public and private institutions. The participating institutions are listed. (JB)

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# SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1988-89 AND 1991-92 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Agribusiness and Agriproduction; Anthropology; Area and Ethnic Studies; Business Administration and Management; Business and Management; Business Economics; Chemistry; Communication Technologies; Communications; Computer and Information Sciences; Dramatic Arts; Drawing; Education; and, Engineering

by
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Boone, North Carolina 28608

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SALARY-TREND STUDIES OF FACULTY
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## Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1991-92. Each year two separate surveys are conducted, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1988-89 and 1991-92 surveys were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 15 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private participating institutions. Of the 281 institutions which participated in CUPA's public survey of 1988-89, 207 also participated in the 1991-92 survey. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's private survey of 1988-89, 298 also participated in the 1991-92 survey. Data from those same 298 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual academic disciplines/major fields for both the public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 15 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1988-89 and 1991-92) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 43 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

# SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Rebecca Kaenzig

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including accounting. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of accounting in the CIP is as follows:

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for profit, public, and non-profit organizations.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 189--52.0301).]

This article presents a summary of the overall average salary increases in the discipline/major field of accounting from the "baseline year" of 1988-89 to

and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of accounting faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professors of accounting in the 1988-89 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.21 for associate professors in the discipline/major field of accounting in the 1988-89 public study means that their average salary is 21 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of accounting with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | **MAJOR FIELD: ACCOUNTING** | | | | | | | | | | | |
| AVERAGE SALARY: | 52543 | 372 | 112 | 43674 | 413 | 126 | 38017 | 467 | 137 | 40520 | 86 | 60 | 26513 | 180 | 84 | 41975 | 1432 | 153 |
| FAC MIX PCT: | 0.26 | | | 0.29 | | | 0.33 | | | 0.06 | | | 0.13 | | | 1.00 | | |
| SALARY FACTOR: | 1.18 | | | 1.21 | | | 1.26 | | | 1.38 | | | 1.13 | | | 1.16 | | |
| | | | | | | | **ALL MAJOR FIELDS** | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | **MAJOR FIELD: ACCOUNTING** | | | | | | | | | | | |
| AVERAGE SALARY: | 60876 | 397 | 122 | 51515 | 455 | 140 | 45320 | 543 | 146 | 49924 | 73 | 53 | 29820 | 133 | 67 | 49857 | 1528 | 163 |
| FAC MIX PCT: | 0.26 | | | 0.30 | | | 0.36 | | | 0.05 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR: | 1.19 | | | 1.25 | | | 1.32 | | | 1.47 | | | 1.14 | | | 1.21 | | |
| | | | | | | | **ALL MAJOR FIELDS** | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | **MAJOR FIELD: ACCOUNTING** | | | | | | | | | | | |
| AVERAGE SALARY: | 50878 | 143 | 71 | 41293 | 245 | 108 | 33961 | 303 | 141 | 35079 | 45 | 44 | 23977 | 66 | 43 | 38659 | 757 | 182 |
| FAC MIX PCT: | 0.19 | | | 0.32 | | | 0.40 | | | 0.06 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR: | 1.13 | | | 1.19 | | | 1.18 | | | 1.26 | | | 1.06 | | | 1.09 | | |
| | | | | | | | **ALL MAJOR FIELDS** | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | **MAJOR FIELD: ACCOUNTING** | | | | | | | | | | | |
| AVERAGE SALARY: | 60662 | 168 | 84 | 49176 | 266 | 113 | 40959 | 321 | 149 | 44569 | 29 | 27 | 31476 | 58 | 38 | 47042 | 813 | 186 |
| FAC MIX PCT: | 0.21 | | | 0.33 | | | 0.39 | | | 0.04 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR: | 1.13 | | | 1.20 | | | 1.20 | | | 1.37 | | | 1.16 | | | 1.11 | | |
| | | | | | | | **ALL MAJOR FIELDS** | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 153 of the 207 public institutions. The average salary of the 1,432 faculty was $41,975. This average salary was approximately 16.2 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of accounting was reported in 163 of the same 207 public institutions. The average salary of the 1,528 faculty was $49,857. This average salary was approximately 20.7 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in accounting after three years in the public institutions studied was 18.8 percent ($49,857 minus $41,975 equals $7,882). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of accounting (18.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.5 percentage points in their salaries (18.8% minus 14.3% equals 4.5%) less than faculty in the discipline/major field of accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 26 percent vs. 33 percent, and in the 1991-92 study it is 26 percent vs. 36 percent, respectively. The differences in the ranks of professor and

assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in accounting in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 6 percent (86/1,432) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was higher, 4.8 percent (73/1,528) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 182 of the 298 private institutions. The average salary of the 757 faculty was $38,659. This average salary was 9.1 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of accounting was reported in 186 of the same 298 private institutions. The average salary of the 813 faculty was $47,042. This average salary was 11.4 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in accounting studies after three years in the private institutions studied was 21.7 percent ($47,042 minus $38,659 equals $8,383). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.5 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240

minus $35,437 equals $6,803). In comparison to the discipline/major field of accounting (21.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (21.7% minus 19.2% equals 2.5%) less than faculty in accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 19 percent vs. 40 percent, respectively, and in the 1991-92 study it is also lower at 21 percent vs. 39 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in accounting was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (45/757) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.6 percent (29/813) vs. 4.3 percent (1379/31783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of accounting and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,530 (2.7%) faculty in the discipline/major field of accounting participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States

participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of accounting in 1988-89 in the public and private studies were some 16 and 9 percent above those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of accounting in the 1991-92 public and private studies were some 21 and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in accounting in the public institutions received overall, relative salary increases at the end of three years of 1.6 percent above the cost-of-living. In the private institutions the relative salary increase was 4.5 percent above the cost-of-living.

Third, in the discipline/major field of accounting the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, and the same is true both in the 1988-89 and 1991-92 private studies. These data show that the discipline/major field of accounting in both the public and private studies is still emerging discipline in academia.

Finally, the hiring rate of new assistant professors in accounting both in the 1988-89 and 1991-92 public studies was higher than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher but in the 1991-92 private study it was lower. It appears that accounting as a discipline/major field continues to grow rather steadily in the public studies but is slowing down in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in accounting, and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Rebecca Kaenzig is assistant professor of accounting at Appalachian State University.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN AGRIBUSINESS AND AGRIPRODUCTION FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Robert Baldwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including agribusiness and agriproduction. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of agribusiness and agriproduction in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to apply scientific knowledge and methods, and techniques to agriculture business and production.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 49--01).]

This article presents a summary of the overall average salary increases in the discipline/major field of agribusiness and agriproduction from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for

both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of agribusiness and agriproduction faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of agribusiness and agriproduction in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of agribusiness and agriproduction in the 1988-89 public study means that their average salary is 9 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of agribusiness and agriproduction with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE:AGRIBUSINESS & AGRI PRODUCTION** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | **MAJOR FIELD:AGRIBUSINESS & AGRICULTURE PRODUCTI** | | | | | | | | | | | |
| AVERAGE SALARY: | 39539 | 95 | 27 | 32974 | 70 | 29 | 28476 | 51 | 25 | 28795 | 4 | 4 | 20689 | 10 | 7 | 34175 | 226 | 37 |
| FAC MIX PCT: | 0.42 | | | 0.31 | | | 0.23 | | | 0.02 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR: | 0.89 | | | 0.91 | | | 0.95 | | | 0.98 | | | 0.88 | | | 0.95 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE:AGRIBUSINESS & AGRI PRODUCTION** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | **MAJOR FIELD:AGRIBUSINESS & AGRICULTURE PRODUCTI** | | | | | | | | | | | |
| AVERAGE SALARY: | 45628 | 107 | 28 | 37909 | 73 | 30 | 32575 | 72 | 30 | 31980 | 9 | 7 | 25254 | 7 | 7 | 39273 | 259 | 40 |
| FAC MIX PCT: | 0.41 | | | 0.28 | | | 0.28 | | | 0.03 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR: | 0.89 | | | 0.92 | | | 0.95 | | | 0.94 | | | 0.96 | | | 0.95 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | **MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI** | | | | | | | | | | | |
| AVERAGE SALARY: | 36518 | 3 | 2 | 26033 | 7 | 5 | 30000 | 3 | 2 | 28400 | 2 | 1 | | | | 29368 | 13 | 7 |
| FAC MIX PCT: | 0.23 | | | 0.54 | | | 0.23 | | | 0.15 | | | | | | 1.00 | | |
| SALARY FACTOR: | 0.81 | | | 0.75 | | | 1.04 | | | 1.02 | | | | | | 0.83 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | **MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI** | | | | | | | | | | | |
| AVERAGE SALARY: | 56263 | 3 | 3 | 35087 | 5 | 4 | 33964 | 10 | 5 | | | | 20415 | 2 | 2 | 36234 | 20 | 6 |
| FAC MIX PCT: | 0.15 | | | 0.25 | | | 0.50 | | | | | | 0.10 | | | 1.00 | | |
| SALARY FACTOR: | 1.05 | | | 0.86 | | | 1.00 | | | | | | 0.75 | | | 0.86 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agriproduction was reported in 37 of the 207 public institutions. The average salary of the 226 faculty was $34,175. This average salary was approximately 5.7 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of agribusiness and agriproduction was reported in 40 of the same 207 public institutions. The average salary of the 259 faculty was $39,273. This average salary was approximately 5.1 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in agribusiness and agri-production after three years in the public institutions studied was 14.9 percent ($39,273 minus $34,175 equals $5,098). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in agribusiness and agri-production average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163), in comparison to the discipline/major field of agribusiness and agriproduction (14.9%). Therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of .6 percentage point in their salaries (14.9% minus 14.3% equals .6%) than faculty in the discipline/major field of agribusiness and agriproduction.

The reader may note that the faculty mix percentage in agribusiness and agriproduction is higher at the professor rank than at the assistant professor in the 1988-89 study: 42 percent vs. 23 percent, and in the 1991-92 study it is 41 percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in agribusiness and agriproduction in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 1.8 percent (4/226) vs. 4.8 percent (2497/51650), respectively; and in 1991-92, 3.5 percent (9/259) vs. 4.4 percent (2410/54920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of agribusiness and agriproduction was reported in 7 of the 298 private institutions. The average salary of the 13 faculty was $29,368. This average salary was 20.1 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of agribusiness and agriproduction was reported in 6 of the same 298 private institutions. The average salary of the 20 faculty was $36,234. This average salary was 16.6 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in agribusiness and agri-production after three years in the private institutions studied was 23.4 percent ($36,234 minus $29,368 equals $6,866). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more

realistic "increase", therefore, in the average faculty salaries over the three-year time period, is 6.2 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of agribusiness and agri production (23.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.2 percent (23.4% minus 19.2% equals 4.2%) less than faculty in agribusiness and agriproduction.

Finally, the reader may note that the hiring rate of new assistant professors in agribusiness and agriproduction was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 15.4 percent (2/13) vs. 4.6 percent (1374/29774), respectively, and lower in the 1991-92 private study: 0 percent (0/20) vs. 4.3 percent (1379/31783), respectively. In other words the hiring rate of new assistant professors in agribusiness and agriproduction is smaller than that for ALL MAJOR FIELDS in the 1991-92 private study.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of agribusiness and agriproduction and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 518 (.3%) faculty in the discipline/major field of agribusiness and agriproduction participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total

of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United State participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factor for all ranks in the discipline/major field of agribusiness and agriproduction in 1988-89 in the public and private studies was some 5 and 17 percent below the average faculty salary factor for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factor for all ranks in the discipline/major field of agribusiness and agriproduction in 1991-92, in both the public and private studies was 5 and 14 percent below average for ALL MAJOR FIELDS, respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in agribusiness and agriproduction in the public institutions received overall, "real" salary increases at the end of three years of 2.3 percent below the cost-of-living. In the private institutions the "real" salary increase was 6.2 percent above the cost-of-living.

Third, in the discipline/major field of agribusiness and agriproduction the professor rank percentage is greater than that of ALL MAJOR FIELDS in the public institutions for both study years but in the private institutions it is much less. Historically, the discipline is "older" in the public institutions, and in the private institutions, it is not only "newer" but few private institutions have the department at all.

Regarding the hiring rate of new assistant professors, both the public and private institutions are not hiring many faculty in the discipline/major field of agribusiness and agriproduction.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in agribusiness and agriproduction and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Robert Baldwin is a Plant Protection Specialist of the North Carolina Department of Agriculture, North Wilkesboro, N.C..

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 11

B) LIST OF PUBLIC Participating Institutions, page 12

C) LIST OF PRIVATE Participating Institutions, page 14

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

# APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including anthropology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of anthropology in the CIP is as follows:

> An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnohistory, socio-cultural anthropology, psychologicalanthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 143-45.02).]

This article presents a summary of the overall average salary increases in the discipline/major field of anthropology from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private

institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 institutions also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of anthropology faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members who salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of anthropology in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of anthropology in the 1988-89 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

All MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of anthropology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: SOCIAL SCIENCES** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: ANTHROPOLOGY** | | | | | | | | | | | | | | | | | | |
| PUBLIC, 1988-89: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 43548 | 159 | 56 | 33402 | 108 | 58 | 28359 | 79 | 44 | 25722 | 13 | 11 | 26966 | 5 | 5 | 36771 | 351 | 76 |
| FAC MIX PCT: | 0.45 | | | 0.31 | | | 0.23 | | | 0.04 | | | 0.01 | | | 1.00 | | |
| SALARY FACTOR: | 0.98 | | | 0.93 | | | 0.94 | | | 0.88 | | | 1.15 | | | 1.02 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: SOCIAL SCIENCES** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: ANTHROPOLOGY** | | | | | | | | | | | | | | | | | | |
| PUBLIC, 1991-92: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 51882 | 144 | 56 | 38964 | 93 | 50 | 31769 | 84 | 44 | 31285 | 18 | 14 | 24834 | 2 | 2 | 42764 | 323 | 78 |
| FAC MIX PCT: | 0.45 | | | 0.29 | | | 0.26 | | | 0.06 | | | 0.01 | | | 1.00 | | |
| SALARY FACTOR: | 1.02 | | | 0.95 | | | 0.92 | | | 0.92 | | | 0.95 | | | 1.04 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: SOCIAL SCIENCES** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: ANTHROPOLOGY** | | | | | | | | | | | | | | | | | | |
| PRIVATE, 1988-89: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 48120 | 46 | 25 | 35423 | 54 | 32 | 28304 | 44 | 32 | 25146 | 10 | 9 | 26627 | 6 | 6 | 36877 | 150 | 57 |
| FAC MIX PCT: | 0.31 | | | 0.36 | | | 0.29 | | | 0.07 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR: | 1.07 | | | 1.02 | | | 0.99 | | | 0.91 | | | 1.18 | | | 1.04 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: SOCIAL SCIENCES** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: ANTHROPOLOGY** | | | | | | | | | | | | | | | | | | |
| PRIVATE, 1991-92: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53096 | 62 | 36 | 40051 | 49 | 33 | 32565 | 43 | 29 | 29917 | 6 | 6 | 31091 | 4 | 4 | 42906 | 158 | 65 |
| FAC MIX PCT: | 0.39 | | | 0.31 | | | 0.27 | | | 0.04 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR: | 0.99 | | | 0.98 | | | 0.96 | | | 0.92 | | | 1.14 | | | 1.02 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 76 of the 207 public institutions. The average salary of the 351 faculty was $36,771. This average salary was approximately 1.8 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of anthropology was reported in 78 of the same 207 public institutions. The average salary of the 323 faculty was $42,764. This average salary was approximately 3.6 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in anthropology after three years in the public institutions studied was 16.3 percent ($42,764 minus $36,771 equals $5,993). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in anthropology average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of anthropology (16.3%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2 percentage points in their salaries (16.3% minus 14.3% equals 2.0%) less than faculty in the discipline/major field of anthropology.

The reader may note that the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank in the 1988-89 study; 45 percent vs. 23 percent, and in the 1991-92 study it is 45

percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in anthropology in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.7 percent (13/351) vs. 4.8 percent (2,497/51,650), respectively; and higher in 1991-92, 5.6 percent (18/323) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 57 of the 298 private institutions. The average salary of the 150 faculty was $36,877. This average salary was 4.1 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of anthropology was reported in 65 of the same 298 private institutions. The average salary of the 158 faculty was $42,906. This average was 1.6 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in anthropology after three years in the private institutions studied was 16.3 percent ($42,906 minus $36,877 equals $6,029). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the relative average faculty salaries over the three-year time period, is .9 percent or .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of anthropology (16.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9% (19.2% minus 16.3% equals 2.9%) more than faculty in anthropology.

Finally, the reader may note that the hiring rate of new assistant professors in anthropology was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 36.7 percent (10/150) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.8 percent (6/158) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of anthropology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 982 (.6%) faculty in the discipline/major field of anthropology particiapted and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of anthropology in 1988-89 in the public and private studies were some 2 and 4 percent above the

average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of anthropology in 1991-92 in the public and private studies were some 4 and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in anthropology in the public institutions received overall, "real" salary increases at the end of three years of .9 percent below the cost-of-living. In the private institutions the "real" salary increase was also .9 percent below the cost-of-living.

Third, in the discipline/major field of anthropology the professor rank percentages exceeds those in the assistant professor rank both in the 1988-89 public studies and in the 1991-92 public and private studies. The professor rank percentages in the private studies are not as great as in the public studies, however.

Finally, the hiring rate of new assistant professors in the public studies in comparison to ALL MAJOR FIELDS, is lower in 1988-89 and higher in 1991-92. In the private studies, it was just the opposite: higher in 1988-89, and lower in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in anthropology, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROLOPOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN AREA AND ETHNIC STUDIES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Harry Williams

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including area and ethnic studies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of area and ethnic studies in the CIP is as follows:

> A summary of groups of instructional programs that describe the history, society, politics, culture, and economics of either a particular geographic region or a particular subset of the population sharing common racial characteristics or common traits and customs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 60--05.)]

This article presents a summary of the overall average salary increases in the discipline/major field of area and ethnic studies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA's PUBLIC

study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA's PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of area and ethnic studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .39 for associate professor of area and ethnic studies in the 1988-89 public study means that 39 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.07 for associate professors in the discipline/major field of area and ethnic studies in the 1988-89 public study means that their average salary is 7 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of area and ethnic studies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: AREA AND ETHNIC STUDIES** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | **MAJOR FIELD: AREA AND ETHNIC STUDIES** | | | | | | | | | | | |
| AVERAGE SALARY: | 47027 | 48 | 16 | 38461 | 47 | 18 | 31161 | 23 | 13 | 27580 | 2 | 2 | 23730 | 4 | 4 | 39972 | 122 | 22 |
| FAC MIX PCT: | 0.39 | | | 0.39 | | | 0.19 | | | 0.02 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR: | 1.06 | | | 1.07 | | | 1.04 | | | 0.94 | | | 1.01 | | | 1.11 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: AREA AND ETHNIC STUDIES** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | **MAJOR FIELD: AREA AND ETHNIC STUDIES** | | | | | | | | | | | |
| AVERAGE SALARY: | 53304 | 52 | 16 | 44160 | 35 | 15 | 34796 | 32 | 14 | 33296 | 4 | 4 | 22751 | 6 | 4 | 44539 | 125 | 25 |
| FAC MIX PCT: | 0.42 | | | 0.28 | | | 0.26 | | | 0.03 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 1.05 | | | 1.07 | | | 1.01 | | | 0.98 | | | 0.87 | | | 1.08 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: AREA AND ETHNIC STUDIES** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | **MAJOR FIELD: AREA AND ETHNIC STUDIES** | | | | | | | | | | | |
| AVERAGE SALARY: | 44167 | 16 | 8 | 42110 | 6 | 4 | 29232 | 2 | 2 | | | | | | | 42408 | 24 | 11 |
| FAC MIX PCT: | 0.67 | | | 0.25 | | | 0.08 | | | | | | | | | 1.00 | | |
| SALARY FACTOR: | 0.98 | | | 1.22 | | | 1.02 | | | | | | | | | 1.20 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0,30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: AREA AND ETHNIC STUDIES** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | **MAJOR FIELD: AREA AND ETHNIC STUDIES** | | | | | | | | | | | |
| AVERAGE SALARY: | 53195 | 17 | 8 | 38292 | 18 | 9 | 34053 | 8 | 5 | 31450 | 2 | 2 | 21983 | 3 | 2 | 41999 | 46 | 16 |
| FAC MIX PCT: | 0.37 | | | 0.39 | | | 0.17 | | | 0.04 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR: | 0.99 | | | 0.93 | | | 1.00 | | | 0.97 | | | 0.81 | | | 0.99 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of area and ethnic studies was reported in 22 of the 207 public institutions. The average salary of the 122 faculty was $39,972. This average salary was approximately 11 percent higher (1.11) than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of area and ethnic studies was reported in 25 of the same 207 public institutions. The average salary of the 125 faculty was $44,539. This average salary was approximately 8 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in the discipline/major field of area and ethnic studies after three years in the public institutions studied was 11.4 percent ($44,539 minus $39,972 equals $4,567). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in area and ethnic average faculty salaries over the three-year period by 5.8 percent or an average of 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of area and ethnic studies (11.4%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.9 percent (14.3% minus 11.4% equals 5.6%) more than faculty in the discipline/major field of area and ethnic studies.

The reader may note that the faculty mix percentage in area and ethnic stu-

dies is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 39 percent vs. 19 percent, and in the 1991-92 study it is 42 percent vs. 26 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89) and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in area and ethnic studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS both in 1988-89, 1.6 percent (1/122) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 3.2 percent (4/125) vs. 4.4 percent (2410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of area and ethnic studies was reported in 11 of the 298 private institutions. The average salary of the 24 faculty was $42,408. This average salary was 20 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of area and ethnic studies was reported in 16 of the same 298 private institutions. The average salary of the 46 faculty was $41,999. This average salary was less than 1 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The decrease in average salaries for all faculty in area and ethnic studies after three years in the private institutions studied was .01 percent ($41,999 minus $42,408 equals -$409.00). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic decrease

therefore, in the average faculty salaries over the three-year time period, is 17.1 percent or 5.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of area and ethnic studies (.01%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 19.1 percent (19.2% minus .01% equals 19.1%) more than faculty in area and ethnic studies.

In the discipline/major field of area and ethnic studies, the reader may note that the faculty mix percentage varies greatly at the professor rank in comparison to the assistant professor rank in both studies: 0.67 vs. 0.08 (1988-89), respectively; and 37 percent vs. 17 percent, (1991-92), respectively.

Finally, the reader may note that no new assistant professors were hired in area and ethnic studies in the private study of 1988-89 and only 2 new assistant professors were hired in the 1991-92 study. In other words, the hiring rate of new assistant professors in area and ethnic studies was much less for both of the private studies than the hiring rate of new assistant professor in ALL MAJOR FIELDS which was 4.6 percent (1,374/29,774) for 1988-89 and 4.3 percent (1,379/31,783) for 1991-92.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of area and ethnic studies and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 317 (.2%) faculty in 7

the discipline/major field of area and ethnic studies participated and were included in the overall total of 168,127 faculty in all 43 disciplines/major fields in all four studies. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of area and ethnic studies in 1988-89 in the public and private studies were some 11 percent and 20 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of area and ethnic studies in 1991-92 in the public and private studies were 8 percent above and 1 percent below the average salary factors for all ranks in ALL MAJOR FIELDS respectively.

Second, the CPI of October 1991, in comparison to the CPI of October 1988, indicates that the faculty in area and ethnic studies in the public institutions, received overall salary decreases for three years below the CPI. And average faculty salaries in area and ethnic studies in the private institutions dropped some 17 percent below the CPI! Area and ethnic faculty in the private institutions have some catching up to do.

Third, the full professor rank appears to be increasing normally in the public institutions but there is a dramatic change in the private institutions between 1988-89 and 1991-92 which is not easily explained other than on the basis of a paucity of data.

Now that a rather significant data base on average faculty salaries in the individual academic discipline/major field of area and ethnic studies is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION AND MANAGEMENT FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Kenneth Peacock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including business administration and management. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business administration and management in the CIP is as follows:

> An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.*
>
> [*A Classsification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990] p. 188--50.05).]

This article presents a summary of the overall average salary increases in the discipline/major field of business administration and management from the

"baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business administration and management faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

"The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of business administration and management in the 1988-89 public study means that 31 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.15 for associate professors in the discipline/major field of business administration and management in the 1988-89 public study means that their average salary is 15 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business administration and mangement with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89: MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 48909 | 534 | 124 | 41452 | 616 | 135 | 36324 | 627 | 139 | 38560 | 110 | 63 | 25003 | 203 | 83 | 40152 | 1980 | 147 |
| FAC MIX PCT: | 0.27 | | | 0.31 | | | 0.32 | | | 0.06 | | | 0.10 | | | 1.00 | | |
| SALARY FACTOR: | 1.10 | | | 1.15 | | | 1.21 | | | 1.31 | | | 1.07 | | | 1.11 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92: MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 56848 | 610 | 142 | 47805 | 677 | 148 | 43227 | 669 | 147 | 45519 | 98 | 64 | 28147 | 165 | 71 | 47432 | 2121 | 161 |
| FAC MIX PCT: | 0.29 | | | 0.32 | | | 0.32 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR: | 1.11 | | | 1.16 | | | 1.26 | | | 1.34 | | | 1.07 | | | 1.15 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89: MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 56246 | 383 | 104 | 40841 | 532 | 138 | 34735 | 550 | 142 | 34229 | 92 | 59 | 24776 | 92 | 49 | 41524 | 1557 | 183 |
| FAC MIX PCT: | 0.25 | | | 0.34 | | | 0.35 | | | 0.06 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR: | 1.25 | | | 1.18 | | | 1.21 | | | 1.23 | | | 1.10 | | | 1.17 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92: MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 61578 | 421 | 121 | 47118 | 537 | 145 | 41694 | 548 | 158 | 45882 | 58 | 40 | 30914 | 96 | 53 | 48091 | 1602 | 193 |
| FAC MIX PCT: | 0.26 | | | 0.34 | | | 0.34 | | | 0.04 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR: | 1.15 | | | 1.15 | | | 1.22 | | | 1.41 | | | 1.14 | | | 1.14 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 147 of the 207 public institutions. The average salary of the 1,980 faculty was $40,152. This average salary was approximately 11.1 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of business administration and management was reported in 161 of the same 207 public institutions. The average salary of the 2,121 faculty was $47,432. This average salary was approximately 14.9 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in business administration and management after three years in the public institutions studied was 18.1 percent ($47,432 minus $40,152 equals $7,280). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in business administration and management average faculty salaries over the three-year period of .9 percent or an average of .3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,162). In comparison to the discipline/major field of business administration and management (18.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 3.8 percentage points in their salaries (18.1% minus 14.3% equals 3.8%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor in the 1988-89 study: 27 percent vs. 32 percent, and in the 1991-92 study it is 29 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follow: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in business administration and management in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.6 percent (110/1,980) vs. 4.8 percent (2,497/51,640), respectively; and in 1991-92, it was also higher, 4.6 percent (98/2,121) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 183 of the 298 private institutions. The average salary of the 1,557 faculty was $41,524. This average salary was 17.2 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of business administration and management was reported in 193 of the same 298 private institutions. The average salary of the 1,602 faculty was $48,091. This average was 13.9 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in business administration

and management after three years in the private institutions studied was 15.8 percent ($48,091 minus $41,524 equals $6,567). The CPI of increased cost-of-living between october 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.4 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of business administration and management (15.8%), threfore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent (19.2% minus 15.8% equals 3.4%) more than faculty in business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank in the 1988-89 study: 25 percent vs. 35 percent, respectively, and in the 1991-92 study it is 26 percent vs. 34 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.9 percent (92/1,557) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.6 percent (58/1,602) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business administration and management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from

the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,260 (4.3%) faculty in the discipline/major field of business administration and management participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of business administration and management in the 1988-89 public and private studies were some 11 and 17 percent above those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business administration and management in the 1991-92 public and private studies were some 15 and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in business administration and management in the public institutions received an overall relative salary increase at the end of three years of .9 percent above the cost-of-living. In the private institutions there was an overall relative salary increase of 1.4 percent below the cost-of-living.

Third, in the discipline/major field of business administration and management the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, and the same is

true both in the 1988-89 and 1991-92 private studies. These data show that the discipline/major field of business administration and management in both the public and private studies is still an emerging discipline in academia.

Finally, the hiring rate of new assistant professors in business administration and management both in the 1988-89 and 1991-92 public studies was higher than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher but in the 1991-92 private study it was lower. It appears that business administration and management as a discipline/major field continues to grow rather steadily in the public studies but is slowing down in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in business administration and management, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN BUSINESS AND MANAGEMENT FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Jeremy B. Fox

Since 1982-82 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including business and management. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business and management in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/or non-profit production, buying, and selling of goods and services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 187--52).]

This article presents a summary of the overall average salary increases in the discipline/major field of business and management from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same

207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business and management faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), The FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI, in its current form, uses a base period of 1982-84 as 100 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries that might, also, be due to inflation. Thus, by considering changes in both faculty salaries and the CPI, a more precise picture of the "real" salary increases can be presented.

Salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include faculty members teaching less than 51 percent of a normal teaching load. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

"NUM" means the sample size of faculty members whose salaries were included to compute the average salary.

"N/IN" means the sample size of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of business and management in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.16 for associate professors in the discipline/major field of business and management in the 1988-89 public study means that their average salary is 16 percent higher than the average salary of all associate professors, including the sample, in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business and management with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted, also, that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** **MAJOR FIELD: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50180 | 479 | 83 | 41819 | 481 | 90 | 36537 | 577 | 95 | 38061 | 115 | 54 | 28308 | 187 | 61 | 40908 | 1724 | 103 |
| FAC MIX PCT: | 0.28 | | | 0.28 | | | 0.33 | | | 0.07 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR: | 1.13 | | | 1.16 | | | 1.21 | | | 1.30 | | | 1.21 | | | 1.13 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** **MAJOR FIELD: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 56541 | 265 | 58 | 48844 | 292 | 68 | 43933 | 374 | 65 | 47399 | 54 | 31 | 30055 | 94 | 32 | 47408 | 1035 | 73 |
| FAC MIX PCT: | 0.27 | | | 0.28 | | | 0.36 | | | 0.05 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR: | 1.11 | | | 1.19 | | | 1.28 | | | 1.40 | | | 1.15 | | | 1.15 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** **MAJOR FIELD: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 51038 | 224 | 58 | 40872 | 274 | 76 | 34107 | 370 | 100 | 35208 | 49 | 32 | 25837 | 80 | 37 | 39364 | 948 | 116 |
| FAC MIX PCT: | 0.24 | | | 0.29 | | | 0.39 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR: | 1.13 | | | 1.18 | | | 1.19 | | | 1.27 | | | 1.15 | | | 1.11 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** **MAJOR FIELD: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 74306 | 205 | 53 | 50808 | 244 | 72 | 42961 | 292 | 73 | 43539 | 30 | 19 | 28558 | 40 | 25 | 52902 | 781 | 102 |
| FAC MIX PCT: | 0.26 | | | 0.31 | | | 0.37 | | | 0.04 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 1.39 | | | 1.24 | | | 1.26 | | | 1.34 | | | 1.05 | | | 1.25 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC INSTITUTION STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader will note that the discipline/major field of business and management was reported in 102 of the 207 public institutions. The average salary of the 1,724 faculty sample was $40,908. This average salary was approximately 13.2 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of business and management was reported in 73 of the same 207 public institutions. The average salary of the 1,035 faculty was $47,408. This average salary was approximately 14.8 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in business and management after three years in the public institutions studied was 15.9 percent ($47,408 minus $40,908 equals $6,500). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in business and management average faculty salaries over the three-year period of 1.3 percent or an average of .43 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,393 minus $36,129 equals $5,163). In comparison to the discipline/major field of business and management (15.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of 1.6 percentage points in their salaries (15.9% minus 14.3% equals 1.6%) less than faculty in the discipline/major field of business and management.

The reader will note that the faculty mix percentage in business and man-

ment is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 28 percent vs. 33 percent, and in the 1991-92 study it is 27 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in business and management in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 3.1 percent (54/1,724) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92 it was also lower, 3.0 percent (31/1,035) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE INSTITUTION STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader will note that the discipline/major field of business and management was reported in 116 of the 198 private institutions. The average salary of the 948 faculty sample was $39,364. This average salary was 11.1 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of business and management was reported in 102 of the same 298 private instituions. The average salary of the 781 faculty was $52,902. This average was 25.2 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in business and management after three years in the private institutions studied was 34.4 percent ($52,902 minus $39,364 equals $13,538). The CPI of increased cost-of-living between

October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 17.2 percent or 5.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of business and management (34.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 15.2 percent (34.4% minus 19.2% equals 15.2%) less than faculty in business and management.

The reader will note that the faculty mix percentage in business and manage- is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 24 percent vs. 39 percent, respectively, and in the 1991-92 study it is also lower, 26 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader will note that the hiring rate of new assistant professors in business and management was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.2 percent (49/948) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.8 percent (30/781) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article has presented salary-trend information on the academic discipline/major field of business and management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for

public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,488 (2.7%) faculty in the disicpline/major field of business and management particippated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of business and management in 1988-89 in the pubic and private studies were some 13 and 11 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business and management in 1991-92 in the public and private studies were some 15 percent and 25 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in business and management in the public institutions received an overall relative salary decrease at the end of three years of 1.3 percent below the cost-of-living. In the private institutions there was a substantial overall relative salary increase of 17.2 percent above the cost-of-living.

Third, in the discipline/major field of business and management the assistant professor rank percentages exceeds those in the professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the professor rank in both 1988-89 and 1991-92 private studies. These data show that business and management is a newly active discipline. It is anticipated, therefore, that

the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in business and management both in 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher than in ALL MAJOR FIELDS but lower in the 1991-92 private study. This may mean that hiring for faculty in business and management is not as rapid in the last few years.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in business and management, and in other discipline/-major fields, on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Jeremy B. Fox is an assistant professor of management at Appalachian State University.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

# APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

# APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN BUSINESS ECONOMICS FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Warren Bumgarner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Applalchian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including business economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major of business economics in the CIP is as follows:

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets, and applications of econometrics and quantitative methods to the study of particular businesses and business problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.,: National Center for Education Statistics, [1990], p. 192--52.06).]

This article presents a summary of the overall average salary increases in the discipline/major field of business economics from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC

study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business economics faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisions are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professors of business economics in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTORY for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary for all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.07 for associate professors in the discipline/major field of business economics in the 1988-89 public study means that their average salary is 7 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business economics to the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | **MAJOR FIELD: BUSINESS ECONOMICS** | | | | | | | | | | | |
| AVERAGE SALARY: | 47549 | 298 | 85 | 38562 | 282 | 96 | 33395 | 273 | 88 | 32448 | 57 | 39 | 25404 | 56 | 37 | 39146 | 909 | 112 |
| FAC MIX PCT: | 0.33 | | | 0.31 | | | 0.30 | | | 0.06 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR: | 1.07 | | | 1.07 | | | 1.11 | | | 1.11 | | | 1.09 | | | 1.08 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | **MAJOR FIELD: BUSINESS ECONOMICS** | | | | | | | | | | | |
| AVERAGE SALARY: | 55282 | 265 | 69 | 45210 | 227 | 77 | 41223 | 217 | 77 | 42132 | 22 | 18 | 29218 | 42 | 27 | 46717 | 751 | 89 |
| FAC MIX PCT: | 0.35 | | | 0.30 | | | 0.29 | | | 0.03 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR: | 1.08 | | | 1.10 | | | 1.20 | | | 1.24 | | | 1.12 | | | 1.13 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | **MAJOR FIELD: BUSINESS ECONOMICS** | | | | | | | | | | | |
| AVERAGE SALARY: | 45372 | 171 | 86 | 37005 | 227 | 120 | 31410 | 263 | 118 | 31432 | 40 | 34 | 26730 | 36 | 24 | 36416 | 697 | 173 |
| FAC MIX PCT: | 0.25 | | | 0.33 | | | 0.38 | | | 0.06 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 1.01 | | | 1.07 | | | 1.09 | | | 1.13 | | | 1.19 | | | 1.03 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: BUSINESS AND MANAGEMENT** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | **MAJOR FIELD: BUSINESS ECONOMICS** | | | | | | | | | | | |
| AVERAGE SALARY: | 53355 | 131 | 59 | 43503 | 164 | 75 | 39263 | 148 | 63 | 39822 | 18 | 13 | 29784 | 21 | 16 | 44311 | 464 | 111 |
| FAC MIX PCT: | 0.28 | | | 0.35 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 1.00 | | | 1.06 | | | 1.15 | | | 1.23 | | | 1.09 | | | 1.05 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 112 of the 207 public instituions. The average salary of the 909 faculty was $39,146. This average salary was approximately 8.4 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of business economics was reported in 89 of the same 207 public institutions. The average salary of the 751 faculty was $46,717. This average salary was approximately 13.3 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in business economics after three years in the public institutions studied was 19.3 percent ($46,717 minus $39,146 equals $7,571). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in business economics average faculty salaries over the three-year period by 2.1 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,613). In comparison to the discipline/major field of business economics (19.3%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 5 percentage points in their salaries (19.3% minus 14.3% equals 5.0%) less than faculty in the discipline/major field of business economics.

The reader may note that the faculty mix percentage in business economics

is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 33 percent vs. 30 percent, and in the 1991-92 study it is 35 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in business economics in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 6.2 percent (57/909) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 2.9 percent (22/751) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of business economics was reported in 173 of the 298 private institutions. The average salary of the 697 faculty was $36,416. This average salary was 2.8 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/major field of business economics was reported in 111 of the same 298 private institutions. The average salary of the 464 faculty was $44,311. This average was 4.9 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in business economics after three years in the private institutions studied was 21.7 percent ($44,311 minus $36,416 equals $7,895). The CPI of increased cost-of-living between

October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.5 percent of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of business economics (21.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (21.7% minus 19.2% equals 2.5%) less than faculty in business economics.

Finally, the reader may note that the hiring rate of new assistant professors in business economics was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study; 5.7 percent (40/697) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.9 percent (18/464) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business economics and compared that information with ALL MAJOR FFIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,821 (1.7%) faculty in the discipline/major field of business economics participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a

few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of business economics in 1988-89 in the public and private studies were some 8 and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/-major field of business economics in 1991-92 in both the public and private studies were each 13 and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in business economics in the public institutions received overall, "real" salary increases at the end of three years of 2.1 percent above the cost-of-living. In the private institutions the "real" salary increase was 4.5 percent above the cost-of-living.

Third, in the discipline/major field of business economics the professor rank percentage is almost as great as that of ALL MAJOR FIELDS in the public institutions in the 1988-89 study year and slightly higher in the 1991-92 study year. In the private institutions the professor rank percentage is less than that of the assistant professor rank in both study years, 1988-89 and 1991-92. The discipline/major field of business economics is still considered one of the emerging disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, and lower in 1991-921. In the private institutions it was also higher in 1988-89 and lower in 1991-92.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in business economics, and in other discipline/major

fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROLOPOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

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Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Clay Haferkamp

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including chemistry. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of chemistry in the CIP is as follows:

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 130--40.05).]

This article presents a summary of the overall average salary increases in the discipline/major field of chemistry from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study

of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of chemistry faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professors of chemistry in the 1988-89 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .99 for associate professors in the discipline/major field of chemistry in the 1988-89 public study means that their average salary is 1 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of chemistry with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| DISCIPLINE: PHYSICAL SCIENCES | | | | | | | | | | | | | | | | | | |
| PUBLIC, 1988-89: MAJOR FIELD: CHEMISTRY, GENERAL | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44885 | 776 | 165 | 35551 | 369 | 140 | 29199 | 331 | 136 | 28367 | 53 | 44 | 21446 | 37 | 27 | 38603 | 1513 | 177 |
| FAC MIX PCT: | 0.51 | | | 0.24 | | | 0.22 | | | 0.04 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR: | 1.01 | | | 0.99 | | | 0.97 | | | 0.97 | | | 0.92 | | | 1.07 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| DISCIPLINE: PHYSICAL SCIENCES | | | | | | | | | | | | | | | | | | |
| PUBLIC, 1991-92: MAJOR FIELD: CHEMISTRY, GENERAL | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50983 | 797 | 168 | 39571 | 344 | 142 | 32887 | 379 | 139 | 32030 | 67 | 55 | 24472 | 47 | 34 | 43305 | 1567 | 181 |
| FAC MIX PCT: | 0.51 | | | 0.22 | | | 0.24 | | | 0.04 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR: | 1.00 | | | 0.96 | | | 0.96 | | | 0.95 | | | 0.93 | | | 1.05 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| DISCIPLINE: PHYSICAL SCIENCES | | | | | | | | | | | | | | | | | | |
| PRIVATE, 1988-89: MAJOR FIELD: CHEMISTRY, GENERAL | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44714 | 545 | 201 | 32877 | 262 | 153 | 27230 | 254 | 155 | 24941 | 45 | 42 | 23060 | 18 | 17 | 37362 | 1079 | 253 |
| FAC MIX PCT: | 0.51 | | | 0.24 | | | 0.24 | | | 0.04 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR: | 0.99 | | | 0.95 | | | 0.95 | | | 0.90 | | | 1.02 | | | 1.05 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| DISCIPLINE: PHYSICAL SCIENCES | | | | | | | | | | | | | | | | | | |
| PRIVATE, 1991-92: MAJOR FIELD: CHEMISTRY, GENERAL | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53062 | 550 | 208 | 38462 | 275 | 153 | 32411 | 255 | 162 | 30208 | 37 | 35 | 26174 | 26 | 21 | 44038 | 1106 | 259 |
| FAC MIX PCT: | 0.50 | | | 0.25 | | | 0.23 | | | 0.03 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR: | 0.99 | | | 0.94 | | | 0.95 | | | 0.93 | | | 0.96 | | | 1.04 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 177 of the 207 public institutions. The average salary of the 1,513 faculty was $38,603. This average salary was approximately 6.8 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of chemistry was reported in 181 of the same 207 public institutions. The average salary of the 1,567 faculty was $43,305. This average salary was approximately 4.9 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in chemistry after three years in the public institutions studied was 12.2 percent ($43,305 minus $38,603 equals $4,702). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in chemistry average faculty salaries over the three-year period by 5 percent or an average of 1.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of chemistry (12.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2.1 percentage points in their salaries (14.3% minus 12.2% equals 2.1%) more than faculty in the discipline/major field of chemistry.

The reader may note that the faculty mix percentage in chemistry is higher at the professor rank than at the assistant professor in the 1988-89 study: 51 percent vs. 22 percent, and in the 1991-92 study it is 51 percent vs. 24

percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in chemistry in the public studies was lower than ALL MAJOR FIELDS both in 1988-89, 3.5 percent (53/1,513) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 4.3 percent (67/1,567) vs. 4.4 percent (2410/54920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 253 of the 298 private institutions. The average salary of the 1,079 faculty was $37,362. This average salary was 5.4 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of chemistry was reported in 259 of the same 298 private institutions. The average salary of the 1,106 faculty was $44,038. This average salary was 4.3 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in chemistry after three years in the private institutions studied was 17.9 percent ($44,038 minus $37,362 equals $6,676). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .7 percent or .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of chemistry (17.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.3 percent (19.2% minus 17.9% equals 1.3%) more than faculty in chemistry.

The reader may note that the faculty mix percentage in chemistry is higher at the professor rank in the 1988-89 study compared to the assistant professor rank: 51 percent vs. 24 percent, respectively, and in the 1991-92 study it is 50 percent vs. 23 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in chemistry was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.2 percent (45/1,079) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 3.3 percent (37/1,106) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of chemistry and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,265 (3.1%) faculty in the discipline/major field of chemistry participated and were included in the 43 disciplines/major fields in each of the four

studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of chemistry in 1988-89 in the public and private studies were some 7 and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of chemistry in 1991-92, in both the public and private studies were some 5 and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in chemistry in the public institutions received overall, "real" salary increases at the end of three years of 5 percent below the cost-of-living. In the private institutions the "real" salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of chemistry the professor rank percentages far exceeds those in the assistant professor rank both in the 1988-89 public and private studies and in the 1991-92 public and private studies. The discipline/ major field of chemistry is considered one of the older "established" disciplines/major fields and these percentages are rather typical.

Finally, the hiring rate of new assistant professors both in the public and private studies for both study years, 1988-89 and 1991-92, was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of faculty salaries by rank and

discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in chemistry and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF STATE Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROLOPOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MD)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN COMMUNICATION TECHNOLOGIES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Patton B. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including communication technologies. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of communication technologies in the CIP is as follows:

> A group of instructional programs that prepare individuals to support and assist communications professionals and skilled communications workers.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 69--10.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of communication technologies from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from

those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communication technologies faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professors of communication technologies in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of communication technologies in the 1988-89 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communication technologies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: COMMUNICATION TECHNOLOGIES** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** **MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 46129 | 31 | 10 | 35000 | 49 | 14 | 30594 | 48 | 11 | 27800 | 4 | 3 | 26635 | 22 | 6 | 34663 | 150 | 17 |
| FAC MIX PCT: | 0.21 | | | 0.33 | | | 0.32 | | | 0.03 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR: | 1.04 | | | 0.97 | | | 1.02 | | | 0.95 | | | 1.14 | | | 0.96 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: COMMUNICATION TECHNOLOGIES** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** **MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 51109 | 26 | 11 | 40084 | 26 | 12 | 33093 | 48 | 14 | 28169 | 3 | 3 | 28453 | 9 | 4 | 38674 | 109 | 17 |
| FAC MIX PCT: | 0.24 | | | 0.24 | | | 0.44 | | | 0.03 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR: | 1.00 | | | 0.97 | | | 0.96 | | | 0.83 | | | 1.09 | | | 0.94 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: COMMUNICATION TECHNOLOGIES** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** **MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 33679 | 13 | 8 | 29618 | 15 | 11 | 26079 | 42 | 17 | 27050 | 4 | 3 | 18386 | 6 | 4 | 27470 | 76 | 22 |
| FAC MIX PCT: | 0.17 | | | 0.20 | | | 0.55 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| SALARY FACTOR: | 0.75 | | | 0.86 | | | 0.91 | | | 0.97 | | | 0.82 | | | 0.78 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: COMMUNICATION TECHNOLOGIES** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** **MAJOR FIELD: RADIO, RV PROD & BROADCASTING TECH** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 49651 | 22 | 9 | 39259 | 30 | 16 | 33248 | 55 | 18 | 32132 | 11 | 5 | 26173 | 13 | 9 | 36991 | 120 | 23 |
| FAC MIX PCT: | 0.18 | | | 0.25 | | | 0.46 | | | 0.09 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR: | 0.93 | | | 0.96 | | | 0.98 | | | 0.99 | | | 0.96 | | | 0.88 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 17 of the 207 public institutions. The average salary of the 150 faculty was $34,663. This average salary was approximately 4.2 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of communication technologies was reported in 17 of the same 207 public institutions. The average salary of the 109 faculty was $38,674. This average salary was approximately 6.8 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in communication technologies after three years in the public institutions studied was 11.6 percent ($38,674 minus $34,663 equals $4,011). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in communication technologies average faculty salaries over the three-year period by 5.6 percent or an average of 1.9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of communication technologies (11.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 2.7 percentage points in their salaries (14.3% minus 11.6% equals 2.7%) more than faculty in the discipline/major field of communication technologies.

The reader may note that the faculty mix percentage in communication technologies is lower at the professor rank than at the assistant professor in

the 1988-89 study: 21 percent vs. 32 percent, and in the 1991-92 study it is also lower: 24 percent vs. 44 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in communication technologies in the public studies was lower than in ALL MAJOR FIELDS both in 1988-89, 2.7 percent (4/150) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 2.8 percent (3/109) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of communication technologies was reported in 22 of the 298 private institutions. The average salary of the 76 faculty was $27,470. This average salary was 29 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of communication technologies was reported in 23 of the same 298 private institutions. The average salary of the 120 faculty was $36,991. This average salary was 14.2 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in communication technologies after three years in the private institutions studied was 34.7 percent ($36,991 minus $27,470 equals $9,521). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average of communication technologies faculty salaries over the three-year time period, is 17.5 percent or 5.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of communication technologies (34.7%), therefore, the faculty in ALL MAJOR FIELDS decreased their salaries by 15.5 percent (34.7% minus 19.2% equals 15.5%) less than faculty in communication technologies.

The reader may note that the faculty mix percentage in communication technologies is substantially lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 17 percent vs. 55 percent, respectively, and in the 1991-92 study it is 18 percent vs. 46 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communication technologies was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 5.3 percent (4/76) vs. 4.6 percent (1,374/29,774), respectively, and substantially higher in the 1991-92 private study: 9.2 percent (11/120) vs. 4.3 percent (1379/31783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communication technologies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 455 (.3%) faculty in the discipline/major field of

communication technologies participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of communication technologies in 1988-89 in the public and private studies were some 4 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of communication technologies in 1991-92, in both the public and private studies were some 6 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in communication technologies in the public institutions received an overall relative salary decrease at the end of three years of 5.6 percent below the cost-of-living. In the private institutions there was an substantial overall relative salary increae of 17.5 percent above the cost-of-living.

Third, in the discipline/major field of communication technologies the assistant professor rank percentages far exceeds those in the professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the professor rank in both the 1988-89 alnd 1991-92 private studies. These data show that communication technologies is a relative new, emerging discipline. It is anticipated, therefore, that the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in communication technologies both in the 1988-89 and 1991-92 public studies was lower than in ALL MAJOR FIELDS. In the 1988-89 private study the hiring rate was higher than in ALL MAJOR FIELDS and substantially higher in the 1991-92 private study. This may mean that hiring for faculty in communication technologies is steadily increasing in the private institutions.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in communication technologies and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

# APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

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## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Jacob Matovu

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including communications. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of communications in the CIP is as follows:

> An instructional program that generally describes the creation, transmission and evaluation of messages at all levels, for commercial or non-commercial purposes, and that may prepare individuals to apply principles of communications to work in specific media. Includes instruction in modes and behavioral aspects of human communications, and the formal means by which society organizes communications.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 68--09.0101).]

This article presents a summary of the overall average salary increases in the discipline/major field of communications from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and

private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communications faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professors of communications in the 1988-89 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of communications in the 1988-89 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communications with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| DISCIPLINE: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| MAJOR FIELD: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| PUBLIC, 1988-89: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 43463 | 304 | 108 | 34496 | 370 | 121 | 28362 | 446 | 126 | 27746 | 79 | 52 | 22966 | 196 | 77 | 32771 | 1316 | 145 |
| FAC MIX PCT: | 0.23 | | | 0.28 | | | 0.34 | | | 0.06 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR: | 0.98 | | | 0.96 | | | 0.94 | | | 0.95 | | | 0.98 | | | 0.91 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 42350 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| DISCIPLINE: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| MAJOR FIELD: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| PUBLIC, 1991-92: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 49930 | 352 | 124 | 39815 | 411 | 125 | 31985 | 556 | 143 | 31332 | 77 | 57 | 26097 | 205 | 76 | 37449 | 1524 | 155 |
| FAC MIX PCT: | 0.23 | | | 0.27 | | | 0.36 | | | 0.05 | | | 0.13 | | | 1.00 | | |
| SALARY FACTOR: | 0.98 | | | 0.97 | | | 0.93 | | | 0.93 | | | 1.00 | | | 0.91 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| DISCIPLINE: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| MAJOR FIELD: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| PRIVATE, 1988-89: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 41449 | 145 | 68 | 35176 | 225 | 89 | 27237 | 285 | 114 | 26251 | 65 | 45 | 22574 | 79 | 48 | 31976 | 734 | 151 |
| FAC MIX PCT: | 0.20 | | | 0.31 | | | 0.39 | | | 0.09 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR: | 0.92 | | | 1.02 | | | 0.95 | | | 0.95 | | | 1.00 | | | 0.90 | | |
| MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| DISCIPLINE: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| MAJOR FIELD: COMMUNICATIONS | | | | | | | | | | | | | | | | | | |
| PRIVATE, 1991-92: | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 408070 | 156 | 76 | 39274 | 236 | 102 | 31659 | 342 | 129 | 30583 | 49 | 41 | 25029 | 89 | 56 | 36236 | 823 | 166 |
| FAC MIX PCT: | 0.19 | | | 0.29 | | | 0.42 | | | 0.06 | | | 0.11 | | | 1.00 | | |
| SALARY FACTOR: | 0.90 | | | 0.96 | | | 0.93 | | | 0.94 | | | 0.92 | | | 0.86 | | |
| ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 145 of the 207 public institutions. The average salary of the 1,316 faculty was $32,771. This average salary was approximately 10.2 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/-major field of communications was reported in 155 of the same 207 public institutions. The average salary of the 1,524 faculty was $37,449. This average salary was approximately 10.3 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in communications after three years in the public institutions studied was 14.3 percent ($37,449 minus $32,771 equals $4,678). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.9 percent or 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of communications (14.3%), therefore, the faculty in ALL MAJOR FIELDS received the same increase in their salaries (14.3% minus 14.3% equals 0%) as the faculty in the discipline/major field of communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank in the 1988-89 study: 23 percent vs. 34 percent, and in the 1991-92 study it is 23 percent vs.

36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in communications in the public studies was higher than ALL MAJOR FIELDS both in 1988-89, 6 percent (79/1,316) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, 5.1 percent (77/1,524) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 151 of the 298 private institutions. The average salary of the 734 faculty was $31,976. This average salary was 10.8 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of communications was reported in 166 of the same 298 private institutions. The average salary of the 823 faculty was $36,236. This average salary was 16.6 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in communications after three years in the private institutions studied was 13.3 percent ($36,236 minus $31,976 equals $4,260). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.9 percent or 1.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of communications (13.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.9 percent (19.2% minus 13.3% equals 5.9%) more than faculty in communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 20 percent vs. 39 percent, respectively, and in the 1991-92 study it is 19 percent vs. 42 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 8.9 percent (65/734) vs. 4.6 percent (1,374/29,774), respectively, and higher in the 1991-92 private study: 6 percent (49/823) vs. 4.3 percent (1379/31783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of communications and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,397 (2.6%) faculty in the discipline/major field of communications

participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of communications in 1988-89 in the public and private studies were some 9 and 10 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/-major field of communications in 1991-92, in both the public and private studies were some 9 and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in communications in the public institutions received overall relative salary decrease at the end of three years of 2.9 percent below the cost-of-living. In the private institutions the relative salary decrease was 3.9 percent below the cost-of-living.

Third, in the discipline/major field of communications the assistant professors far exceed those in the professor rank both in the 1988-89 public and private studies and in the 1991-92 public and private studies. These data show that communications is a fast-emerging field of scholarly endeavor, and once there is a higher percentage of faculty at the professor rank, the overall salary average should increase dramatically.

Finally, the hiring rate of new assistant professors in communications in the public studies in comparison to ALL MAJOR FIELDS, is higher both in the 1988-89 and in the 1991-92 studies. In the private studies, the hiring rate was

also higher than in ALL MAJOR FIELDS both in the 1988-89 and 1991-92 studies. This means that communications is continuing a rather fast growth in relation to many of the other disciplines/major field in colleges and universities.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in communications and in other disciplines/major fields on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Jacob Matovu is assistant professor of communiations at Appalachian State University.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

# APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)





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Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN COMPUTER AND INFORMATION SCIENCES FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, and Oklahoma State University in Clearwater, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including computer and information sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of computer and information sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the design, development and operation of electronic data storage and processing systems, including hardware and software.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 70--11.01).]

This article presents a summary of the overall average salary increases in the discipline/major field of computer and information sciences from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in

CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participate in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of computer and information sciences faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .27 for associate professors of computer and information sciences in the 1988-89 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.16 for associate professors in the discipline/major field of computer and information sciences in the 1988-89 public study means that their average salary is 16 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of computer and information sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conslusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **PUBLIC, 1988-89:** | DISCIPLINE: COMPUTER & INFORMATION SCIENCE<br>MAJOR FIELD: COMPUTER & INFORMATION SCIENCES | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 49526 | 311 | 118 | 41760 | 389 | 128 | 35878 | 501 | 145 | 37482 | 83 | 59 | 25925 | 219 | 91 | 38943 | 1420 | 162 |
| FAC MIX PCT: | 0.22 | | | 0.27 | | | 0.35 | | | 0.06 | | | 0.15 | | | 1.00 | | |
| SALARY FACTOR: | 1.12 | | | 1.16 | | | 1.19 | | | 1.28 | | | 1.11 | | | 1.08 | | |
| | ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **PUBLIC, 1991-92:** | DISCIPLINE: COMPUTER & INFORMATION SCIENCE<br>MAJOR FIELD: COMPUTER & INFORMATION SCIENCES | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 57326 | 395 | 134 | 48000 | 447 | 140 | 41933 | 548 | 155 | 43919 | 49 | 37 | 28861 | 150 | 69 | 46369 | 1540 | 175 |
| FAC MIX PCT: | 0.26 | | | 0.29 | | | 0.36 | | | 0.03 | | | 0.10 | | | 1.00 | | |
| SALARY FACTOR: | 1.12 | | | 1.17 | | | 1.22 | | | 1.30 | | | 1.10 | | | 1.12 | | |
| | ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **PRIVATE, 1988-89:** | DISCIPLINE: COMPUTER & INFORMATION SCIENCE<br>MAJOR FIELD: COMPUTER & INFORMATION SCIENCES | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50453 | 136 | 67 | 38514 | 238 | 110 | 31716 | 341 | 147 | 33312 | 39 | 29 | 25067 | 98 | 55 | 36039 | 813 | 200 |
| FAC MIX PCT: | 0.17 | | | 0.29 | | | 0.42 | | | 0.05 | | | 0.12 | | | 1.00 | | |
| SALARY FACTOR: | 1.12 | | | 1.11 | | | 1.10 | | | 1.20 | | | 1.11 | | | 1.02 | | |
| | ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **PRIVATE, 1991-92:** | DISCIPLINE: COMPUTER & INFORMATION SCIENCE<br>MAJOR FIELD: COMPUTER & INFORMATION SCIENCES | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 59152 | 165 | 70 | 44654 | 265 | 123 | 38505 | 294 | 145 | 37676 | 27 | 24 | 31763 | 70 | 49 | 44253 | 794 | 197 |
| FAC MIX PCT: | 0.21 | | | 0.33 | | | 0.37 | | | 0.03 | | | 0.09 | | | 1.00 | | |
| SALARY FACTOR: | 1.10 | | | 1.09 | | | 1.13 | | | 1.16 | | | 1.17 | | | 1.05 | | |
| | ALL MAJOR FIELDS | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

## RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of computer and information sciences was reported in 162 of the 207 public institutions. The average salary of the 1,420 faculty was $38,943. This average salary was approximately 7.8 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of computer and information sciences was reported in 175 of the same 207 public institutions. The average salary of the 1,540 faculty was $46,369. This average salary was approximately 12.3 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in computer and information sciences after three years in the public institutions studied was 19.1 percent ($46,369 minus $38,943 equals $7,426). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in computer and information sciences average faculty salaries over the three-year period of 1.9 percent or an average of .63 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of computer and information sciences (19.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 4.8 percentage points in their salaries (19.1% minus 14.3% equals 4.8%) less than faculty in the discipline/major field of computer and information sciences.

The reader may note that the faculty mix percentage in computer and information sciences is lower at the professor rank than at the assistant professor

rank in the 1988-89 study: 22 percent vs. 35 percent, and in the 1991-92 study it is 26 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in computer and information sciences in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.8 percent (83/1,420) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92 it was lower, 3.2 percent (49/1,540) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of computer and information sciences was reported in 200 of the 298 private institutions. The average salary of the 813 faculty was $36,039. This average salary was 1.7 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of computer and information sciences was reported in 197 of the same 298 private institutions. The average salary of the 794 faculty was $44,253. This average was 4.8 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in computer and information sciences after three years in the private institutions studied was 22.8 percent ($44,253 minus $36,039 equals $8,214). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more

realistic increase, therefore, in the average of faculty in computer and information sciences salaries over the three-year time period, is 5.6 percent of 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of computer and information sciences (22.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (22.8% minus 19.2% equals 3.6%) less than faculty in computer and information sciences.

The reader may note that the faculty mix percentage in computer and information sciences is lower at the professor rank in the 1988-89 study compared to the assistant professor rank: 17 percent vs. 42 percent, respectively, and in the 1991-92 study it is 21 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in computer and information sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.8 percent (39/813) vs. 4.6 percent (1,274/29,774), respectively, and lower in the 1991-92 private study: 3.4 percent (27/794) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of computer and information sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the

"baseline year:" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,567 (2.7%) faculty in the discipline/major field of computer and information sciences participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First the average faculty salary factors for all ranks in the discipline/major field of computer and information scienes of 1988-89 in the public and private studies were some 8 and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of computer and information sciences in 1991-92 in the public and private studies were some 12 percent and 5 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in computer and information sciences in the public institutions received an overall relative salary increase at the end of three years of 1.9 percent above the cost-of-living. In the private ininstitutions there was an overall relative salary increase of 5.6 percent above the cost-of-living.

Third, in the discipline/major field of computer and information sciences the assistant professor rank percentages exceeds those in the professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the

professor rank in both the 1988-89 and 1991-92 private studies. These data show that computer and information sciences is a relatively new discipline. It is anticipated, therefore, that the percentages in the professor rank will steadily increase over the next few years.

Finally, the hiring rate of new assistant professors in computer and information sciences in the 1988-89 public study was higher but in the 1991-92 public study it was lower, and the same was true for the 1988-89 and 1991-92 private studies--i.e., higher in 1988-89 and lower in 1991-92. This may mean that hiring for faculty in computer and information sciences is slowing down after many years of rapid growth.

Now that a rather siginificant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in computer and information sciences, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

# APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles
and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN DRAMATIC ARTS FOR THE YEARS 1988-89 AND 1991-92

By

Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including dramatic arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of dramatic arts in the CIP is as follows:

> A group of instructional programs that describe the study of drama and the theater and the professional production and performance of dramatic works.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 164--50.05).]

This article presents a summary of the overall average salary increases in the discipline/major field of dramatic arts from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 insti-

tutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of dramatic arts faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professors of dramatic arts in the 1988-89 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of dramatic arts in the 1988-89 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of dramatic arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | **MAJOR FIELD: DRAMATIC ARTS** | | | | | | | | | | | |
| AVERAGE SALARY: | 43102 | 188 | 82 | 33359 | 221 | 89 | 26632 | 228 | 92 | 25684 | 52 | 36 | 21642 | 31 | 27 | 33261 | 668 | 115 |
| FAC MIX PCT: | 0.28 | | | 0.33 | | | 0.34 | | | 0.08 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 0.97 | | | 0.93 | | | 0.89 | | | 0.88 | | | 0.93 | | | 0.92 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | **MAJOR FIELD: DRAMATIC ARTS** | | | | | | | | | | | |
| AVERAGE SALARY: | 49839 | 192 | 78 | 37029 | 209 | 87 | 30664 | 238 | 87 | 28957 | 43 | 32 | 25622 | 40 | 25 | 37748 | 679 | 114 |
| FAC MIX PCT: | 0.28 | | | 0.31 | | | 0.35 | | | 0.06 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR: | 0.98 | | | 0.90 | | | 0.89 | | | 0.86 | | | 0.98 | | | 0.91 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | **MAJOR FIELD: DRAMATIC ARTS** | | | | | | | | | | | |
| AVERAGE SALARY: | 38781 | 102 | 63 | 31417 | 136 | 73 | 25957 | 169 | 100 | 24544 | 22 | 19 | 22848 | 43 | 32 | 30217 | 450 | 144 |
| FAC MIX PCT: | 0.23 | | | 0.30 | | | 0.38 | | | 0.05 | | | 0.10 | | | 1.00 | | |
| SALARY FACTOR: | 0.86 | | | 0.91 | | | 0.90 | | | 0.88 | | | 1.01 | | | 0.85 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | **MAJOR FIELD: DRAMATIC ARTS** | | | | | | | | | | | |
| AVERAGE SALARY: | 47071 | 101 | 63 | 37401 | 140 | 82 | 30117 | 162 | 102 | 29448 | 38 | 32 | 28732 | 30 | 20 | 36330 | 433 | 140 |
| FAC MIX PCT: | 0.23 | | | 0.32 | | | 0.37 | | | 0.09 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR: | 0.88 | | | 0.91 | | | 0.88 | | | 0.91 | | | 1.06 | | | 0.86 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 115 of the 207 public institutions. The average salary of the 668 faculty was $33,261. This average salary was approximately 8.6 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of dramatic arts was reported in 114 of the same 207 public institutions. The average salary of the 679 faculty was $37,748. This average salary was approximately 9.4 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in dramatic arts after three years in the public institutions studied was 13.5 percent ($37,748 minus $33,261 equals $4,487). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in dramatic arts average faculty salaries over the three-year period of 3.7 percent or an average of 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of dramatic arts (13.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of .8 percentage points in their salaries (14.3% minus 13.5% equals .8%) more than faculty in the discipline/major field of dramatic arts.

The reader may note that the faculty mix percentage in dramatic arts is lower at the professor rank than at the assistant professor in the 1988-89 study: 28 percent vs. 34 percent, and in the 1991-92 study it is 28 percent vs.

35 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in dramatic arts in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 7.8 percent (52/668) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was also higher, 6.3 percent (43/679) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the private 1988-89 salary study in the above table, the reader may note that the discipline/major field of dramatic arts was reported in 144 of the 298 private institutions. The average salary of the 450 faculty was $40,217. This average salary was 17.3 percent lower than the average salary of $35,437 for all 20,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of dramatic arts was reported in 140 of the same 298 private institutions. The average salary of the 433 faculty was $36,330. This average was 16.3 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in dramatic arts after three years in the private institutions studied was 20.2 percent ($36,330 minus $30,217 equals $6,113). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.0 percent or 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent $42,240 minus 435,437 equals $6,803). In comparison to the discipline/major field of dramatic arts (20.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (20.2% minus 19.2% equals 1.0%) less than faculty in dramatic arts.

The reader may note that the faculty mix percentage in dramatic arts is lower at the professor rank in the 1988-89 study: 23 percent vs. 38 percent, respectively, and in the 1991-92 study it is 23 percent vs. 37 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in dramatic arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 4.9 percent (22/450) vs. 4.6 percent (1,374/29,774), respectively, and also higher in the 1991-92 private study: 8.8 percent (38/-433) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of dramatic arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,230 (1.3%) faculty in the discipline/major field of dramatic arts participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public

institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of dramatic arts in the 1988-89 public and private studies were some 8 and 15 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of dramatic arts in the 1991-92 public and private studies were some 9 and 14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in dramatic arts in the public institutions received an overall relative salary increase at the end of three years of 3.7 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 3 percent above the cost-of-living.

Third, in the discipline/major field of dramatic arts the assistant professor rank FAC MIX PCTs are higher than those in the professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/major field of dramatic arts in both the public and private studies is still an emerging discipline. These data also indicate since there are lower percentages of faculty at the full professor rank, this impacts negatively on the overall salary factor.

Finally, the hiring rate of new assistant professors in dramatic arts in the 1988-89 and 1991-92 public and private studies was higher than in ALL MAJOR FIELDS. It appears that dramatic arts as a discipline/major field continues to grow rather steadily in both in the public and private studies. (The fact that fewer of the same institutions reported having the discipline/major field might

mean that they incorporated the data into a larger academic division.) The most important datum is that the institutions are hiring more faculty in the discipline/major field than in ALL MAJOR FIELDS.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in dramatic arts, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

# APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN DRAWING FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including drawing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of drawing in the CIP is as follows:

> A group of instructional programs that prepare individuals as professional studio artists and arts managers, and that describe the study of art.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 165--50.07).]

This article presents a summary of the overall average salary increases in the discipline/major field of drawing from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also parti-

cipated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of drawing faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professors of drawing in the 1988-89 public study means that 34

percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of drawing in the 1988-89 public study means that their average salary is 8 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of drawing with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | **MAJOR FIELD: DRAWING** | | | | | | | | | | | |
| AVERAGE SALARY: | 41414 | 539 | 117 | 33114 | 481 | 124 | 27849 | 330 | 114 | 25946 | 62 | 47 | 23147 | 45 | 32 | 34754 | 1395 | 140 |
| FAC MIX PCT: | 0.39 | | | 0.34 | | | 0.24 | | | 0.04 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR: | 0.93 | | | 0.92 | | | 0.93 | | | 0.88 | | | 0.99 | | | 0.96 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | **MAJOR FIELD: DRAWING** | | | | | | | | | | | |
| AVERAGE SALARY: | 47307 | 552 | 119 | 38002 | 426 | 123 | 30985 | 410 | 125 | 28849 | 60 | 45 | 25457 | 53 | 35 | 39108 | 1441 | 143 |
| FAC MIX PCT: | 0.38 | | | 0.30 | | | 0.28 | | | 0.04 | | | 0.04 | | | 1.00 | | |
| SALARY FACTOR: | 0.93 | | | 0.92 | | | 0.90 | | | 0.85 | | | 0.97 | | | 0.95 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | **MAJOR FIELD: DRAWING** | | | | | | | | | | | |
| AVERAGE SALARY: | 39375 | 190 | 105 | 30891 | 215 | 125 | 25695 | 182 | 108 | 23509 | 19 | 17 | 22735 | 33 | 27 | 31531 | 620 | 188 |
| FAC MIX PCT: | 0.31 | | | 0.35 | | | 0.29 | | | 0.03 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 0.87 | | | 0.89 | | | 0.89 | | | 0.85 | | | 1.01 | | | 0.89 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: VISUAL & PERFORMING ARTS** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | **MAJOR FIELD: DRAWING** | | | | | | | | | | | |
| AVERAGE SALARY: | 46320 | 214 | 110 | 36648 | 195 | 117 | 30250 | 200 | 112 | 27463 | 17 | 15 | 25523 | 31 | 24 | 37344 | 640 | 188 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.31 | | | 0.03 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 0.86 | | | 0.89 | | | 0.89 | | | 0.85 | | | 0.94 | | | 0.88 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of drawing was reported in 140 of the 207 public institutions. The average salary of the 1,395 faculty was $34,754. This average salary was approximately 4.0 percent lower than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of drawing was reported in 143 of the same 207 public institutions. The average salary of the 1,441 faculty was $39,108. This average salary was approximately 5.6 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in drawing after three years in the public institutions studied was 12.5 percent ($39,108 minus $34754 equals $4,354). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease is drawing average faculty salaries over the three-year period by 4.7 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the discipline/major field of drawing (12.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase of 1.8 percentage points in their salaries (14.3% minus 12.5% equals 1.8%) more than faculty in the discipline/major field of drawing.

The reader may note that the faculty mix percentage in drawing is higher at the professor rank than at the assistant professor in the 1988-89 study: 39 percent vs. 24 percent, and in the 1991-92 study it is 38 percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34

percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in drawing in the public studies was lower than in ALL MAJOR FIELDS in 1988-89, 4.4 percent (62/1,395) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 4.2 percent (60/1,441) vs. 4.4 percent (2,410/54,920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of drawing was reported in 188 of the 298 private institutions. The average salary of the 620 faculty was $31,531. This average salary was 12.4 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of drawing was reported in 188 of the same 298 private institutions. The average salary of the 640 faculty was $37,344. This average was 13.1 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in drawing after three years in the private institutions studied was 18.4 percent ($37,344 minus $31,531 equals $5,813). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of drawing (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

.8 percent (19.2% minus 18.4% equals .8%) more than faculty in drawing.

The reader may note that the faculty mix percentage in drawing is higher at the professor rank in the 1988-89 study: 31 percent vs. 29 percent, respectively, and in the 1991-92 study it is 33 percent vs. 31 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in drawing was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 3.1 percent (19/620) vs. 4.6 percent (1,374/29,774), respectively, and lower in the 1991-92 private study: 2.7 percent (17/640) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of drawing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,096 (2.4%) faculty in the discipline/major field of drawing participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of drawing in the 1988-

89 public and private studies were some 4 and 11 percent below those in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of drawing in the 1991-92 public and private studies were some 11 and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in drawing in the public institutions received an overall relative salary increae at the end of three years of 4.7 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.2 percent above the cost-of-living.

Third, in the discipline/major field of drawing the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1988-89 and 1991-92 public and private studies. These data show that the discipline/-major field of drawing in both the public and private studies was lower than in ALL MAJOR FIELDS. It appears that drawing as a discipline/major field continues to grow rather slowly both in the public and private studies.

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in drawing, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 9
B) LIST OF PUBLIC Participating Institutions, page 10
C) LIST OF PRIVATE Participating Institutions, page 12

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)



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Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN EDUCATION

# FOR THE YEARS

# 1988-89 AND 1991-92

By
Richard D. Howe
and
Ben Lawless

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of education in the CIP is as follows:

> A summary of groups of instructional programs that describe the theory and practice of learning and teaching and related research, administrative and support services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 74--13).]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207 institutions were used in both the baseline year and the trend year. Of the 470 insti-

tutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of education faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31

for associate professors of education in the 1988-89 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of education in the 1988-89 public study means that their average salary is 1 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| **DISCIPLINE: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1988-89:** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 43378 | 872 | 108 | 35529 | 726 | 106 | 28651 | 590 | 107 | 27760 | 106 | 50 | 21810 | 159 | 50 | 35787 | 2347 | 117 |
| FAC MIX PCT: | 0.37 | | | 0.31 | | | 0.25 | | | 0.05 | | | 0.07 | | | 1.00 | | |
| SALARY FACTOR: | 0.98 | | | 0.99 | | | 0.95 | | | 0.95 | | | 0.93 | | | 0.99 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **PUBLIC, 1991-92:** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 49218 | 844 | 107 | 40010 | 736 | 112 | 32987 | 717 | 111 | 32901 | 121 | 53 | 24333 | 116 | 39 | 40390 | 2413 | 119 |
| FAC MIX PCT: | 0.35 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 0.97 | | | 0.97 | | | 0.96 | | | 0.97 | | | 0.93 | | | 0.98 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| **DISCIPLINE: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1988-89:** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 42252 | 357 | 121 | 33234 | 326 | 125 | 26546 | 307 | 125 | 25409 | 63 | 45 | 18430 | 65 | 36 | 33427 | 1055 | 178 |
| FAC MIX PCT: | 0.34 | | | 0.31 | | | 0.29 | | | 0.06 | | | 0.06 | | | 1.00 | | |
| SALARY FACTOR: | 0.94 | | | 0.96 | | | 0.92 | | | 0.92 | | | 0.82 | | | 0.94 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| **DISCIPLINE: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **MAJOR FIELD: EDUCATION** | | | | | | | | | | | | | | | | | | |
| **PRIVATE, 1991-92:** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 49556 | 354 | 126 | 38011 | 341 | 143 | 31972 | 406 | 147 | 31942 | 72 | 50 | 24770 | 63 | 47 | 38699 | 1164 | 186 |
| FAC MIX PCT: | 0.30 | | | 0.29 | | | 0.35 | | | 0.06 | | | 0.05 | | | 1.00 | | |
| SALARY FACTOR: | 0.92 | | | 0.93 | | | 0.94 | | | 0.98 | | | 0.91 | | | 0.92 | | |
| **ALL MAJOR FIELDS** | | | | | | | | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of education was reported in 117 of the 207 public institutions. The average salary of the 2,347 faculty was $35,787. This average salary was approximately 1.0 percent below the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of education was reported in 119 of the same 207 public institutions. The average salary of the 2,413 faculty was $40,390. This average salary was approximately 2.0 percent lower than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in education after three years in the public institutions studied was 12.9 percent ($40,390 minus $35,787 equals $4,603). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in education average faculty salaries over the three-year period of 4.3 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In comparison to the faculty in ALL MAJOR FIELDS (14.3%,), therefore, the education faculty received a relative increase of 1.4 percentage points in their salaries (14.3% minus 12.9% equals 1.4%) less than faculty in ALL MAJOR FIELDS.

The reader may note that the faculty mix percentage in education is higher at the professor rank than at the assistant professor both in the 1988-89 and 1991-92 studies: 37 percent vs. 25 percent, and 35 percent vs. 30 percent,

respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies is as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in education in the 1988-89 public study was slightly more than in All MAJOR FIELDS: 5.1 percent (106/2347) vs. 4.8 percent (2,497/51,650); and, in 1991-92, it also was slightly more; 5.0 percent (121/2413) vs. 4.4 percent (2,410/54,920), respectively.

## RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of education was reported in 178 of the 298 private institutions. The average salary of the 1,055 faculty was $33,427. This average salary was 6.0 percent lower than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of education was reported in 186 of the same 298 private institutions. The average salary of the 1,164 faculty was $38,699. This average salary was 9.2 percent lower than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in education after three years in the private institutions studied was 15.8 percent ($38,699 minus $33,427 equal $5,272). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. A more realistic increase, therefore, in the average faculty salary for education faculty over the three-year time period, is 1.4 percent or 0.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studies was 19.2 percent ($42,240 minus

$35,437 equals $6,803). In comparison to the discipline/major field of education (15.8%), therefore, the faculty salaries in ALL MAJOR FIELDS increased by 3.4 percent (19.2% minus 15.8% equals 3.4%) more than faculty in education.

Finally, the reader may note that the hiring rate of new assistant professors in education was higher than the hiring rate in ALL MAJOR FIELDS both in the 1988-89 private study: 6.0 percent (63/1.055) vs. 4.6 percent (1,374/-29,774), respectively, and in the 1991-92 private study: 6.2 percent (72/-1,164) vs. 4.3 percent (1,379/31,783), respectively. In other words the hiring rate of new assistant professors in education is consistently greater than that for ALL MAJOR FIELDS in both study years.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,979 (4.2%) faculty in the discipline/major field of education participated and were included in the 43 disciplines/major fields in each of the four studies and in the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of education in the 1988-89 public and private studies were some 1 and 6 percent below those in ALL

MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of education in the 1991-92 public private studies were some 2 and 8 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in education in the public institutions received overall, "real" salary increases at the end of three years of 4.3 percent below the cost-of-living. In the private institutions there was an overall relative salary increase of 1.4 percent below the cost-of-living.

Third, in the discipline/major field of education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 188-89 and 1991-92 public studies. In the 1988-89 private study, the FAC MIX PCT was also higher at the rank of professor, but in the 1991-92 study it was lower than the assistant professor rank. These data suggest that the faculty in the discipline/major field of education in both the public and private studies continues to be rather well balanced among the ranks. These data also indicate that since there are average percentages of faculty at the full professor rank, there is not the salary compression found in some other disciplines.

Finally, the hiring rate of new assistant professsors in education in the 1988-89 public study was slightly less than in ALL MAJOR FIELDS, but in 1991-92 it was slightly higher. In the 1988-89 and 1991-92 private studies, the hiring rate was more than in ALL MAJOR FIELDS. It appears that education as a discipline/major field continues to grow rather steadily in both the public and private institutions with the private institutions' education faculty increasing more rapidly. (The reader may note that the same institutions participated both in 1988-89 and 1991-92 and eight private institutions added the discipline/major field of education during this time period.)

Now that a rather significant data base of faculty salaries by rank and discipline has been developed, it is anticipated that additional salary-trend analyses will be effected in education, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Ben Lawless is a Research Educationist in the College of Education at Appalachian State University, Boone, North Carolina.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, Page 9

B) LIST OF PUBLIC Participating Institutions, Page 10

C) LIST OF PRIVATE Participating Institutions, Page 12

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

## APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College or Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

## APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
La Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298

# SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1988-89 AND 1991-92

By
Richard D. Howe
and
Ming Land

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1991-92. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 43 selected academic disciplines including engineering. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of engineering in the CIP is as follows:

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 85--14).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering from the "baseline year" of 1988-89 to and including the "trend year" of 1991-92 for both public and private institutions. Of the 281 institutions which participated in CUPA'S PUBLIC study of 1988-89, 207 also participated in 1991-92. Data from those same 207

institutions were used in both the baseline year and the trend year. Of the 470 institutions which participated in CUPA'S PRIVATE study of 1988-89, 298 also participated in 1991-92. Data from those same 298 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1988-89 and 1991-92).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary for full-time faculty only. It does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NIM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT of .34 for

associate professors of engineering in the 1988-89 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1988-89, PUBLIC 1991-92, PRIVATE 1988-89 and PRIVATE 1991-92. For example, a SALARY FACTOR of 1.20 for associate professors in the discipline/major field of engineering in the 1988-89 public study means that their average salary is 20 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1988-89 or 1991-92). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 43 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1988-89 and the "trend year" of 1991-92 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

| | PROF | | | ASSO PROF | | | ASST PROF | | | NEW ASST PROF | | | INSTRUCTOR | | | ALL RANKS | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN | SALARY | NUM | N/IN |
| | | | | | | | DISCIPLINE: ENGINEERING | | | | | | | | | | | |
| PUBLIC, 1988-89: | | | | | | | MAJOR FIELD: ENGINEERING | | | | | | | | | | | |
| AVERAGE SALARY: | 53105 | 561 | 48 | 43440 | 555 | 53 | 36614 | 459 | 55 | 36374 | 83 | 37 | 26357 | 37 | 21 | 44467 | 1612 | 58 |
| FAC MIX PCT: | 0.35 | | | 0.34 | | | 0.28 | | | 0.05 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR: | 1.20 | | | 1.20 | | | 1.22 | | | 1.24 | | | 1.13 | | | 1.23 | | |
| | | | | | | | ALL MAJOR FIELDS | | | | | | | | | | | |
| AVERAGE SALARY: | 44380 | 17529 | | 36058 | 15079 | | 30079 | 14807 | | 29332 | 2497 | | 23391 | 4235 | | 36129 | 51650 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.29 | | | 0.29 | | | 0.05 | | | 0.08 | | | 1.00 | | |
| | | | | | | | DISCIPLINE: ENGINEERING | | | | | | | | | | | |
| PUBLIC, 1991-92: | | | | | | | MAJOR FIELD: ENGINEERING | | | | | | | | | | | |
| AVERAGE SALARY: | 58903 | 566 | 50 | 48355 | 525 | 53 | 42247 | 432 | 57 | 42544 | 67 | 26 | 34087 | 43 | 19 | 50090 | 1566 | 61 |
| FAC MIX PCT: | 0.36 | | | 0.34 | | | 0.28 | | | 0.04 | | | 0.03 | | | 1.00 | | |
| SALARY FACTOR: | 1.16 | | | 1.17 | | | 1.23 | | | 1.26 | | | 1.30 | | | 1.21 | | |
| | | | | | | | ALL MAJOR FIELDS | | | | | | | | | | | |
| AVERAGE SALARY: | 50997 | 18617 | | 41181 | 15436 | | 34390 | 16606 | | 33852 | 2410 | | 26194 | 4261 | | 41292 | 54920 | 207 |
| FAC MIX PCT: | 0.34 | | | 0.28 | | | 0.30 | | | 0.04 | | | 0.08 | | | 1.00 | | |
| | | | | | | | DISCIPLINE: ENGINEERING | | | | | | | | | | | |
| PRIVATE, 1988-89: | | | | | | | MAJOR FIELD: ENGINEERING | | | | | | | | | | | |
| AVERAGE SALARY: | 63174 | 707 | 41 | 45511 | 461 | 42 | 39279 | 368 | 44 | 37264 | 39 | 20 | 29945 | 27 | 13 | 51764 | 1563 | 49 |
| FAC MIX PCT: | 0.45 | | | 0.29 | | | 0.24 | | | 0.02 | | | 0.02 | | | 1.00 | | |
| SALARY FACTOR: | 1.40 | | | 1.31 | | | 1.37 | | | 1.34 | | | 1.33 | | | 1.46 | | |
| | | | | | | | ALL MAJOR FIELDS | | | | | | | | | | | |
| AVERAGE SALARY: | 45106 | 9628 | | 34640 | 9142 | | 28725 | 9074 | | 27748 | 1374 | | 22532 | 1930 | | 35437 | 29774 | 298 |
| FAC MIX PCT: | 0.32 | | | 0.31 | | | 0.30 | | | 0.05 | | | 0.06 | | | 1.00 | | |
| | | | | | | | DISCIPLINE: ENGINEERING | | | | | | | | | | | |
| PRIVATE, 1991-92: | | | | | | | MAJOR FIELD: ENGINEERING | | | | | | | | | | | |
| AVERAGE SALARY: | 73017 | 686 | 43 | 53107 | 436 | 42 | 46113 | 349 | 44 | 43565 | 41 | 21 | 28826 | 15 | 9 | 60410 | 1486 | 48 |
| FAC MIX PCT: | 0.46 | | | 0.29 | | | 0.23 | | | 0.03 | | | 0.01 | | | 1.00 | | |
| SALARY FACTOR: | 1.36 | | | 1.30 | | | 1.35 | | | 1.34 | | | 1.06 | | | 1.43 | | |
| | | | | | | | ALL MAJOR FIELDS | | | | | | | | | | | |
| AVERAGE SALARY: | 53614 | 10540 | | 40984 | 9462 | | 34071 | 10070 | | 32464 | 1379 | | 27206 | 1711 | | 42240 | 31783 | 298 |
| FAC MIX PCT: | 0.33 | | | 0.30 | | | 0.32 | | | 0.04 | | | 0.05 | | | 1.00 | | |

RESULTS OF THE TWO PUBLIC STUDIES, 1988-89 AND 1991-92

In the PUBLIC 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 58 of the 207 public institutions. The average salary of the 1,612 faculty was $44,467. This average salary was approximately 23.1 percent higher than the average salary of $36,129 for all 51,650 faculty in ALL MAJOR FIELDS in the 1988-89 public study.

In the PUBLIC 1991-92 salary study in the above table, the discipline/major field of engineering was reported in 61 of the same 207 public institutions. The average salary of the 1,566 faculty was $50.090. This average salary was approximately 21.3 percent higher than the average salary of $41,292 for all 54,920 faculty in ALL MAJOR FIELDS in the 1991-92 public study.

The increase in average salaries for all faculty in engineering after three years in the public institutions studied was 12.6 percent ($50,090 minus $44,467 equals $5,623). The CPI of increased cost-of-living between october 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative increase in engineering average faculty salaries over the three-year period of 4.6 percent or an average of 1.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 14.3 percent ($41,292 minus $36,129 equals $5,163). In compaison to the discipline/major field of engineering (12.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative decrease of 1.7 percentage points in their salaries (14.3% minus 12.6% equals 1.7%) more than faculty in the discipline/major field of engineering.

The reader may note that the faculty mix percentage in engineering is higher at the professor rank than at the assistant professor rank in the 1988-89 study: 35 percent vs. 28 percent, and in the 1991-92 study it is 36

percent vs. 28 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 34 percent vs. 29 percent (1988-89), and 34 percent vs. 30 percent (1991-92), respectively.

Finally, the hiring rate of new assistant professors in engineering in the public studies was higher than in ALL MAJOR FIELDS in 1988-89, 5.1 percent (83/1,612) vs. 4.8 percent (2,497/51,650), respectively; and in 1991-92, it was lower, 4.3 percent (67/1,566) vs. 4.4 percent (2,410/54920), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1988-89 AND 1991-92

In the PRIVATE 1988-89 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 49 of the 298 private institutions. The average salary of the 1,563 faculty was $51,764. This average was 46.1 percent higher than the average salary of $35,437 for all 29,774 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

In the PRIVATE 1991-92 salary study in the above table, the discipline/-major field of engineering was reported in 48 of the same 298 private institutions. The average salary of the 1,486 faculty was $60,410. This average was 43 percent higher than the average salary of $42,240 for all 31,783 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 16.7 percent ($60,410 minus $51,764 equals $8,646). The CPI of increased cost-of-living between October 1988 and October 1991 was 17.2 percent. In comparison with the CPI, there was a relative decrease in the average faculty salaries over the three-year period of .5 percent or an average of .17 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after

three years in the private institutions' studies was 19.2 percent ($42,240 minus $35,437 equals $6,803). In comparison to the discipline/major field of engineering (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (19.2% minus 16.7% equals 2.5%) more than faculty in engineering.

The reader may note that the faculty mix percentage in engineering is higher at the professor rank in the 1988-89 study comparied to the assistant professor rank: 45 percent vs. 24 percent, respectively, and in the 1991-92 study it is 46 percent vs. 23 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 30 percent (1988-89), and 33 percent vs. 32 percent (1991-92), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1988-89 private study: 2.5 percent (39/1,563) vs. 4.6 percent (1,374/29.774), respectively, and lower in 1991-92 private study: 2.8 percent (41/1,486) vs. 4.3 percent (1,379/31,783), respectively.

## CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of engineering and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1988-89 through the "trend year" of 1991-92. Two studies, one for public institutions and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6.227 (3.7%) faculty in the discipline/major field of engineering participated and were included in the 43 disciplines/major fields in each of the four studies and in

the overall total of 168,127 participating faculty. The same 207 public institutions and the same 298 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors for all ranks in the discipline/major field of engineering in 1988-89 in the public and private studies were some 23 and 46 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of engineering in 1991-92 in the public and private studies were some 21 percent and 43 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1991 increased 17.2 percent from the CPI of October 1988, and indicates that the faculty in engineering in the public institutions received an overall relative salary decrease at the end of three years of 4.6 percent below the cost-of-living. In the private institutions there was an overall relative salary decrease of .5 percent below the cost-of-living.

Third, in the discipline/major field of engineering the professor rank percentages exceeds those in the assistant professor rank in both the 1988-89 and 1991-92 public studies, and greatly exceed those in the assistant professor rank in both the 1988-89 and 1991-92 private studies. These data show that engineering is an "established" discipline and will probably become even more "top heavy" with professors in the next few years.

Finally, the hiring rate of new assistant professors in engineering in the 1988-89 public study was higher buy in the 1991-92 public study it was lower. In both the 1988-89 and 1991-92 private studies the hiring rate was lower than in comparison to ALL MAJOR FIELDS. This may mean that engineering is continuing a measured growth in relation to many of the other discipline/major fields in ipline has been developed, it is anticipated that additional salary-trend

colleges and universities, however, as noted above, if the hiring rate does not increase soon, the professor rank will increase even more.

Now that a rather significant data base of faculty salaries by rank and discanalyses will be effected in engineering, and in other disciplines/major fields, on a regular, "rolling" basis using a four-year time frame.

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APPENDICES

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10

B) LIST OF PUBLIC Participating Institutions, page 11

C) LIST OF PRIVATE Participating Institutions, page 13

# APPENDIX A

## OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURE

ANTHROPOLOGY

AREA AND ETHNIC STUDIES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

DRAMATIC ARTS

DRAWING

EDUCATION

ENGINEERING

ENGINEERING RELATED TECHNOLOGIES

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SPECIAL EDUCATION

SPEECH PATHOLOGY/AUDIOLOGY

SOCIAL SCIENCES

SOCIOLOGY

STUDENT COUNSELING AND PERSONNEL SERVICES

VISUAL AND PERFORMING ARTS

TOTAL - 43

# APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State College (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Tech University (AR)
Armstrong State College (GA)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
California State University, Fullerton (CA)
California State University, Los Angeles (CA)
California State University, Stanislaus (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport College (VA)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Columbus College (GA)
Coppin State College (MD)
Corpus Christi State University (TX)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Tennessee State University (TN)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fairmont State College (WV)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lander College (SC)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Western State College (MO)
Moorhead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Northwest Missouri State University (MO)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)

Participating Institutions, continued:

Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University (PA)
Slippery Rock University (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
State Univ. of New York - College at Buffalo (NY)
State Univ. of New York - College at Cortland (NY)
State Univ. of New York - College at Geneseo (NY)
State University of New York at Fredonia (NY)
Stockton State College (NJ)
SUNY Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
The Citadel, The Military College of South Carolina (SC)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Alaska Southeast (AK)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle (ME)
University of Maryland Baltimore County (MD)
University of Massachusetts at Lowell (MA)
University of Minnesota, Duluth (MN)
University of Missouri-St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnston (PA)
University of South Alabama (AL)
University of South Carolina at Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississipp (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at San Antonio (TX)
University of the Virgin Islands (VI)
University of West Virginia-College of Graduate Study (WV)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winthrop College (SC)
Wright State University (OH)
Youngstown State University (OH)

TOTAL INSTITUTIONS = 207

# APPENDIX .C

CUPA Private Faculty Salary-Trend Studies: 1988-89 and 1991-92

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Beloit College (WI)
Bentley College (MA)
Berry College (GA)
Bethany College (WV)
Bethel College (MN)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Bluefield College (VA)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bucknell University (PA)
Butler University (IN)
Cabrini College (PA)
Calvin College (MI)
Canisius College (NY)
Capital College (MD)
Capital University (OH)
Caribbean University (PR)
Catholic University of America (The) (DC)
Cedar Crest College (PA)
Central University of Iowa (IA)
Central Wesleyan College (SC)
Chapman University (CA)
Christian Brothers University (TN)
Claremont Graduate School (The) (CA)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College of Great Falls (MT)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of Saint Rose (The) (NY)
College of Santa Fe (The) (NM)
College of St. Joseph in Vermont (VT)
College of St. Scholastica (MN)
College of the Southwest (NM)
College Misericordia (PA)
Columbia Bible College and Seminary (SC)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia Teachers College (NE)
Concordia University Wisconsin (WI)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Dordt College, Inc. (IA)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
Earlham College (IN)
Eastern Mennonite College (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Embry-Riddle Aeronautical University (FL)
Emory & Henry College (VA)
Eureka College (IL)
Fairfield University (CT)
Faith Baptist Bible College & Seminary (IA)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
Gannon University (PA)
Gardner-Webb College (NC)
George Washington University (DC)

Participating Institutions, continued:

Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gettysburg College (PA)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Grand View College (IA)
Green Mountain College (VT)
Greensboro College (NC)
GMI Engineering & Management Institute (MI)
Grinnell College (IA)
Hamline University (MN)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Holy Family College (PA)
Holy Names College (CA)
Houghton College (NY)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
John Carroll University (OH)
Johns Hopkins University (MD)
Judson College (IL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
La Roche College (PA)
La Salle University (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Le Moyne College (NY)
Lebanon Valley College (PA)
Lenoir-Rhyne College (NC)
Lewis and Clark College (OR)
LeTourneau University (TX)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfild College (OR)
Long Island University (NY)
Loras College (IA)
Louisiana College (LA)
Loyola College (MD)
Loyola Marymount University (CA)
Lubbock Christian University (TX)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Marian College (IN)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Maryville University-St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Missouri Baptist College (MO)
Montreat-Anderson College (NC)
Moravian College (PA)
Mount Mercy College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
New York Institute of Technology (NY)
Niagara University (NY)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Olivet College (MI)
Ottawa University (KS)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Pace University (NY)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Pfeiffer College (NC)
Philadelphia College of Textiles and Science (PA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Providence College (RI)
Quincy College (IL)
Reed College (OR)
Regis College (MA)
Rhodes College (TN)
Rivier College (NH)
Roanoke College (VA)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)

Participating Institutions, continued:

Rollins College (FL)
Roosevelt University (IL)
Rosary College (IL)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Joseph's College (ME)
Saint Leo College (FL)
Saint Martin's College (WA)
Saint Mary College (KS)
Saint Mary's College of California (CA)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Vincent College (PA)
Salem College (NC)
Salem Teikyo University (WV)
Salve Regina University (RI)
Samford University (AL)
Santa Clara University (CA)
Schreiner College (TX)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spring Arbor College (MI)
Spring Hill College (AL)
St. Bonaventure University (NY)
St. Edward's University (TX)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
St. Olaf College (MN)
Stanford University (CA)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Tri-State University (IN)
Trinity College (VT)
University of Bridgeport (CT)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Evansville (IN)
University of Findlay (OH)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Rio Grande (OH)
University of San Diego CA)
University of San Francisco (CA)
University of St. Thomas (TX)
University of Tampa (FL)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington Bible College (MD)
Washington College (MD)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westminster College (MD)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College (WV)
Whitman College (WA)
Whitworth College (WA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Xavier University (OH)
York College of Pennsylvania (PA)

TOTAL INSTITUTIONS = 298